



THE HONORABLE JOHN C. COUGHENOUR

11-CV-02119-BR

7 UNITED STATES DISTRICT COURT
WESTERN DISTRICT OF WASHINGTON
8 AT SEATTLE

9 JEFFREY CHEN,

10 Plaintiff,

11 v.

12 CITY OF MEDINA,

13 Defendant.

CASE NO. C11-2119-JCC

14 VERDICT FORM

15 We, the Jury, being duly empanelled and sworn upon oath, unanimously state the following
16 verdict:

17 Question 1: With regard to Plaintiff's first (WLAD) claim, do you find that Defendants
18 engaged in an adverse employment action and that Plaintiff's race and/or national origin was a
19 substantial factor in such adverse employment action?

20 Answer: _____ (Yes) (No)

21 Question 2: With regard to Plaintiff's second (§ 1981) claim, do you find that Donna
22 Hanson engaged in an adverse employment action and that Plaintiff's race was a substantial
23 factor in such adverse employment action?

24 Answer: _____ (Yes) (No)

25 Question 3: With regard to Plaintiff's third (§ 1983) claim, do you find that
26 Defendants engaged in an adverse employment action and that Plaintiff's race and/or national
origin was a substantial factor in such adverse employment action?

Answer: _____ (Yes) (No)

If your answer to Question No. 1, Question No. 2, or Question No. 3 is "Yes," then proceed to Question No. 4. If your answer to Question No. 1, Question No. 2, and Question No. 3 is "No," then proceed to Question No. 8.

Question 4: On which adverse employment action or actions do you find for Plaintiff?

Answer:

Forcing a Resignation or Placing
On Paid Administrative Leave (Yes) (No)

Discharging Plaintiff (Yes) (No)

Question 5: Do you find that Defendants have proven by clear and convincing evidence that they would have engaged in the same adverse employment action regardless of Plaintiff's race? If you did not find for Plaintiff as to a particular adverse employment action, then check "N/A" as to that action.

Answer:

Forcing a Resignation or Placing
On Paid Administrative Leave (Yes) (No) (N/A)

Discharging Plaintiff (Yes) (No) (N/A)

If your answer to Question No. 5 is "No" as to one or more adverse employment actions, then proceed to Question No. 6. If your answer to Question No. 5 is "Yes" or "N/A" as to all adverse employment actions, then proceed to Question No. 8.

Question 6: Do you find that Defendants have proven by a preponderance of the evidence that Donna Hanson would have engaged in the same adverse employment action regardless of Plaintiff's race? If you did not find for Plaintiff as to a particular adverse employment action, then check "N/A" as to that action.

Forcing a Resignation or Placing
On Paid Administrative Leave (Yes) (No) (N/A)

Discharging Plaintiff (Yes) (No) (N/A)

1 Question 7: What amount of damages, if any, do you award to Plaintiff on his first
 2 (WLAD), second (§ 1981), and/or third (§ 1983) claims?

3 Answer:

	WLAD	§ 1981	§ 1983
Back Pay (Lost Wages)	\$ _____	\$ _____	\$ _____
Back Pay (Lost Benefits)	\$ _____	\$ _____	\$ _____
Front Pay	\$ _____	\$ _____	\$ _____
Emotional Harm	\$ _____	\$ _____	\$ _____

4 Question 8: With regard to Plaintiff's fourth (substantive due process) claim, do you
 5 find in favor of Plaintiff?

6 Answer: _____ (Yes)  (No)

7 If your answer to Question No. 8 is "Yes," then proceed to Question No. 9. If your
 8 answer to Question No. 8 is "No," then skip Question No. 9 and proceed to the instructions
 9 immediately after Question No. 9.

10 Question 9: What amount of damages, if any, do you award to Plaintiff on his fourth
 11 (substantive due process) claim?

12 Answer:

Back Pay	\$ _____
Front Pay	\$ _____
Emotional Harm	\$ _____

13 If you answered "Yes" to Question No. 2, Question No. 3, or Question No. 8, then
 14 proceed to Question No. 10. If you answered "No" to Question No. 2, Question No. 3, and
 15 Question No. 8, then sign and date the Verdict form.

16 Question 10: Do you find that Donna Hanson's conduct was malicious, oppressive, or
 17 in reckless disregard of Plaintiff's rights?

18 Answer: _____ (Yes) _____ (No)

19 If your answer to Question No. 10 is "Yes," then proceed to Question No. 11. If your
 20 answer to Question No. 10 is "No," then sign and date the Verdict form.

Question 11: What amount of punitive damages, if any, do you award against Donna Hanson?

Answer: \$ _____

INSTRUCTION: You are finished with this form. The presiding juror should sign and date this form and return it to the Court.

DATED this 21 day of August 2014.

Aaron Shaw
PRESIDING JUROR